Reference Number JEREMIE H RIEHM Citizenship Gender Last Refresh Date UNITED STATES M 14-Sep-2016 Document Type Document Number Issue Date - Expiration Date MMC 5-Dec-2013 - 5-Dec-2018 Valid **REGULATIONS** II/1: Mates (Except Chief Mates) (500 Gross Tons or More) II/4: Rating forming part of a navigational watch (RFPNW) II/5: Able Seafarer-Deck IV/2: Performing Radio Duties (Radio Operator/Radio Maintainer), Holds GMDSS License VI/1: Basic Safety Training and Familiarization VI/2: Proficient in the use of survival craft, rescue boats and fast rescue boats VI/3: Advanced Fire Fighting VI/4: First Aid and Medical Care VI/6: Vessel Personnel Designated with Security Duties / Security Awareness INTERNATIONAL CAPACITIES **LIMITATIONS** Officer in charge of a navigational Not valid for service on ECDIS watch (OICNW). equipped vessels after December 31, 2016. Able Seafarer - Deck. Rating forming part of a navigational watch (RFPNW). Proficiency in survival craft and rescue boats other than fast rescue boats (PSC). Proficient in providing medical First Aid. Advanced Firefighting. Basic Safety Training. GMDSS Operator. Vessel Personnel Designated With Security Duties. Security Awareness. **DOMESTIC CAPACITIES LIMITATIONS** Deck Officer - Third Mate Of Steam or Motor Vessels Of Anv Gross Tons Upon Oceans. Radar Observer (Unlimited). Able Seaman-Any Waters, Unlimited Lifeboatman Wiper

Stewards Dept (FH)

MEDICAL 11-Mar-2014 - 5-Dec-2018 Valid CERTIFICATE INTERNATIONAL CAPACITIES LIMITATIONS

719K

SHIP'S OFFICE		SERVI LUATION			NCE REP	ORT
	npleted by the	Master on all: I.				r (as applicable) and Steward
∬		-	on all Licen	sed Enginee	ring Officers, wh	nenever an officer is detached for an
Vessel: S.S. El Morro						
Name of Individual: Jeremie H. I	Ziehm	-	-	late:		02/11/14
	Alchin		Ka	ting:		3rd Mate
Reporting Period - From:	2/03/13			To:		02/11/14
						
Check a box for Each Question		Very Good	Good	Fair	Poor	Not Observed/NA
Cooperation						
Leadership - Ability to work with crew Attention to Assigned Duties	 - -	X	片	- ;;		
Willingness to Assume Responsibility	 = 	X	-#	<u> </u>	_ 💾	
Watchstanding Ability - At Sea			岩	- - 	_ 💾	
Watchstanding Ability - In Port		$\overline{\mathbf{X}}$	片	- - 	- - - - - - - - - - - - - - - - -	
Cargo Handling Ability (Deck Officer)		X	H		- 	
Mechanical Ability (Engineering Officer)		- A	\dashv	 	- - -	<u>L</u>
Knowledge of Ship's Equipment/Automaiton		X	岩	-	- - - - - - - - - - - - - -	
Knowledge of TSI Policy & Procedures		X			- - - - -	
Personal Conduct & Appearance		X	片		 	<u>L_</u>
("Good" is to be used to describe an individual who is capable of Remarks: Another strong performance during this tot. What positive qualities have you noted with his/	ır. Always k (If additio	ept me well info onal space is rec	ormed. quired, use	e reverse si	de.)	· · · · · · · · · · · · · · · · · · ·
Proactive response to administrative changes onboard t	he vessel. M	r. Richm's effor	rts regardin	ng our chec	klists & nilot ce	ard are very much entreprinted
In what areas does the supervisor feel that improroute planning, chart/pub corrections and other related	vernent car	/ should be n				e tutelage of the 2M during our
Have you discussed these areas with him/her?			Yes]No	
If "No", specify reasons why no discussion has te	iken place.	n/a.		ate Re	_	2.19.14
What measures have you taken to help him/her in	nprove? P	ositive reinforce	ement. 🔁	cviewe	d By:	
Oo you recommend this individual for re-assignment	ent to this	vessel?	X Yes] No	
f "No", please specify reason(s). (Attach any mid			_	 rning that	-	ır answer).
ADDITIONAL COMMENTS: Mr. Riehm has the know	/ledge and e	xperience to sai	l as second	l mate if he	chooses to do s	so. I would encourage
nim to make application and sit for his second mates lice	ense as soon	as possible. I y	ould like	to have Mr.	Riehm as our/r	my 3M on the El Faro.
Cont	enie: 11-17	iehn				

Reporting Officer (PRINT / SIGN)

1. This document is intended for confidential office use only

Crewmember (PRINT)

3. The Crewmember is entitled to a copy of the completed & signed form.

2. Crewmember comments may be placed on the reverse of this page.

4. When completed, a copy is to be sent to TSI Attn: Personnel Dept.

Comments -

Master* (PRINT / SIGN) (Or person in charge of the vessel)

If "

NOTES:

Licensed Engine Officers:	This form is to be com reason.	npleted by the	Chief Engineer	on all Licen	sed Engineer	ring Officers, wh	nenever an officer is detached fo
Vessel:	S.S. El Morro	= = = = = = = = = = = = = = = = = = = =	-	D	ate:		09/16/13
Name of Individual:	Jeremie H. R	Riehm		Ra	ting:		3rd Mate
Reporting Period -	From: 07	7/16/13			То:		09/17/13
Check a box for E	ach Question	Excellent	Very Good	Good	Fair	Poor	Not Observed/NA
Cooperation		X					
Leadership - Ability to v			X				
Attention to Assigned D		<u> </u>	X				
Willingness to Assume I			X				
Watchstanding Ability -		 	X	-님	닏		
Watchstanding Ability - Cargo Handling Ability (╟┈┢╅╾┤	X	- - - -	+		<u> </u>
Mechanical Ability (Eng				井	井	 - 	
Knowledge of Ship's Equ			X	\dashv	H		
Knowledge of TSI Policy			X		H		
				_=	_=		
	individual who is capable of	work ethic.	He stands inde	pendent br	idge and ca	rgo watches.	s aboard this particular vessel.)
Good" is to be used to describe an iemarks: Mr. Riehm routinely	individual who is capable of y demonstrated a strong	work ethic. (If additio	s/her assigned du He stands inde nal space is rec	pendent br quired, use	idge and ca	rgo watches. le.)	·
Good" is to be used to describe an important of the marks: Mr. Riehm routinely what positive qualities have from a correct or from the fro	individual who is capable of y demonstrated a strong you noted with his/hig procedures.	work ethic. (If addition ther perform the vernent can	s/her assigned duit He stands inde nal space is rec ance? Thoro / should be n	pendent br quired, use ugh knowl nade?	reverse side edge of our	rgo watches. le.) bridge system	s. Strong working knowledge
Good" is to be used to describe an incommence working more close fave you discussed these are	individual who is capable of y demonstrated a strong you noted with his/leg procedures. visor feel that improvely with the 2M during recess with him/her?	(If addition the perform the perform the perform the perform the perform the perform the performance the perfo	s/her assigned dur He stands inde nal space is rem ance? Thoro / should be n g, chart/pub co	pendent br quired, use ugh knowl nade?	reverse side edge of our Continued and other rel	rgo watches. le.) bridge system	s. Strong working knowledge
Good" is to be used to describe an incommence working more close fave you discussed these are	individual who is capable of y demonstrated a strong you noted with his/leg procedures. visor feel that improvely with the 2M during recess with him/her?	(If addition the perform the perform the perform the perform the perform the perform the performance the perfo	s/her assigned duit He stands inde nal space is rec ance? Thoro / should be n	pendent br quired, use ugh knowl nade?	reverse side edge of our Continued of other rel	rgo watches. le.) bridge system exposure to var ated 2M vessel	s. Strong working knowledge
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Good" is to be used to describe an intermediate marks: Mr. Riehm routinely. What positive qualities have from a care operations and mooring in what areas does the superformence working more close fave you discussed these are "No", specify reasons why what measures have you take you recommend this indiv	individual who is capable of y demonstrated a strong e you noted with his/hig procedures. visor feel that improvely with the 2M during reas with him/her? I no discussion has taken to help him/her improvedual for re-assignment.	work ethic. (If addition the perform the perform the perform the perform the perform the performance the perf	s/her assigned dut He stands inde nal space is rec ance? Thoro / should be n g, chart/pub co n/a. Distive reinforce ressel?	pendent br quired, use ugh knowl nade? rrections a Yes ement.	reverse side edge of our Continued and other rel	rgo watches. de.) bridge system exposure to var ated 2M vessel No Pate Reserved No No	s. Strong working knowledge rious types of cargo scenarios ladministrative duties.
emarks: Mr. Riehm routinely What positive qualities have f cargo operations and mooring what areas does the super commence working more close ave you discussed these are "No", specify reasons why what measures have you take you recommend this indiv No", please specify reason	y demonstrated a strong y you noted with his/h g procedures. visor feel that improvely with the 2M during reas with him/her? y no discussion has taken to help him/her in ridual for re-assignments. (s). (Attach any mides	work ethic. (If addition the perform the perform the perform the perform the perform the performance the perf	s/her assigned dur He stands inder nal space is received ance? Thoro / should be now and the stands of the stand	pendent br quired, use ugh knowl nade? rrections a Yes ement.	reverse side edge of our Continued and other rel	rgo watches. ie.) bridge system exposure to var ated 2M vessel No Pare Pare eviewed No pertain to you	s. Strong working knowledge rious types of cargo scenarios administrative duties. By: """ """ """ """ """ """ """ """ """
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NOTES: 1. This

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- 2. Crewmember comments may be placed on the reverse of this page.
- 4. When completed, a copy is to be sent to TSI Attn: Personnel Dept.

Vessel: S.S. El Morro			D	ate:		05/07/13
Name of Individual: Jeremie Ri	ehm		Ra	ting:		3rd Mate
Reporting Period - From: 0	4/09/13			Го:		05/07/13
Check a box for Each Question	Excellent	Very Good	Good	Fair	Poor	Not Observed/NA
Cooperation	X					
Leadership - Ability to work with crew		X				
Attention to Assigned Duties		X				—— —
Willingness to Assume Responsibility		X				
Watchstanding Ability - At Sea		X				
Watchstanding Ability - In Port		X				
Cargo Handling Ability (Deck Officer)	├─╞╡┈ ┤	X	 	\perp		
Mechanical Ability (Engineering Officer) Knowledge of Ship's Equipment/Automation	 		╬┼		<u></u>	X
Knowledge of TSI Policy & Procedures		X X	- - - -	╌╞╣╌┤		
or ready or real ready of recodulity					1 1 1	
Personal Conduct & Appearance "Good" is to be used to describe an individual who is capable of	f performing hi	is/her assigned dut	ies under nor	mal and rou	tine circumstances	s aboard this particular vessel.)
Personal Conduct & Appearance "Good" is to be used to describe an individual who is capable of Remarks: 3/M Riehm is always ready to give a hand, What positive qualities have you noted with his/I	A O مر A S	is/her assigned dut	ماد ما و quired, use	eding reverse sig	<i>パ</i> ・	
Personal Conduct & Appearance "Good" is to be used to describe an individual who is capable of	(If additioner perform	is/her assigned dut is 1515 TANY onal space is rec nance? 3/M R	ماد ما و quired, use iehm is ver	reverse sic	ide.) to his duties. 3	
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Personal Conduct & Appearance "Good" is to be used to describe an individual who is capable of Remarks: 3/M Riehm is always ready to give a hand, what positive qualities have you noted with his/forcer, and works well with all onboard the ship. In what areas does the supervisor feel that improved have you discussed these areas with him/her? If "No", specify reasons why no discussion has taken to help him/her in you recommend this individual for re-assignment.	(If additioner performance verment can be place. In a prove? 11	is/her assigned dut is received. If and is is is is received and is is is received. If an is	quired, use iehm is ver nade? XYes XYes	reverse sicry attentive	to his duties. 3 to his duties. 3 to his duties. 3 No de his license at	M Richm is a very capable
Personal Conduct & Appearance "Good" is to be used to describe an individual who is capable of Remarks: 3/M Riehm is always ready to give a hand, What positive qualities have you noted with his/lighter, and works well with all onboard the ship. In what areas does the supervisor feel that improve	(If additioner performance verment can be place. In a prove? 11	is/her assigned dut is received. If and is is is is received and is is is received. If an is	quired, use iehm is ver nade? XYes XYes	reverse sicry attentive	to his duties. 3 to his duties. 3 to his duties. 3 No de his license at	M Richm is a very capable

NOTES:

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This form is to be completed by the Master on all: Licensed Deck Officers, the Radio Officer (as applicable) and Steward Licensed Deck Officers: whenever that individual is detached for any reason. This form is to be completed by the Chief Engineer on all Licensed Engineering Officers, whenever an officer is detached for any Licensed Engine Officers: SS EL MORRO Vessel: Date: 11 MARCH 2013 Jeremie H. Riehm Name of Individual: Rating: Third Mate 2/25/2013 Reporting Period - From: To: 4/9/2013 Check a box for Each Question Excellent Very Good Good Fair Poor Not Observed/NA Cooperation Leadership - Ability to work with crew Attention to Assigned Duties Willingness to Assume Responsibility Data Hersiyadi Watchstanding Ability - At Sea Watchstanding Ability - In Port REVISIVE OF EM Cargo Handling Ability (Deck Officer) Mechanical Ability (Engineering Officer) Knowledge of Ship's Equipment/Automaiton Knowledge of IAS Policy & Procedures \checkmark Personal Conduct & Appearance ("Good" is to be used to describe an individual who is capable of performing his/her assigned duties under normal and routine circumstances aboard this particular vessel.) Remarks: Capable, responsible, pays attention to detail and assists other officers with larger duties. A very good officer. (If additional space is required, use reverse side.) What positive qualities have you noted with his/her performance? Mr. Riehm has good hands-on and seamanship skills but he has enhanced his ISM, safety management, bridge electronics, and computer knowledge to become a valuable resource for many issues. In what areas does the supervisor feel that improvement can / should be made? Mr. Riehm is good with people and good teacher. He would benefit from greater managerial duties with crew to develop department head leadership skills. Have you discussed these areas with him/her? Yes If "No", specify reasons why no discussion has taken place. What measures have you taken to help him/her improve? Mr. Riehm has become my "go-to" officer for special projects and concerns. He takes on big tasks and does so well that he teaches me. Do you recommend this individual for re-assignment to this vessel? X Yes No If "No", please specify reason(s). (Attach any mid-term evaluations or letters of warning that pertain to your answer). I. N. HEARN J. H. RIEHM leporting Officer (PRINT / SIGN) Crewmember (PRINT / \$IGN) Master* (PRINT / SIGN)

NOTES: 1. This

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- 2. Crewmember comments may be placed on the reverse of this page.

(*Or person in charge of the vessel)

4. When completed, a copy is to be sent to TSI Attn: Personnel Dept.

Licensed Deck Officers:

This form is to be completed by the Master on all: Licensed Deck Officers, the Radio Officer (as applicable) and Steward whenever that individual is detached for any reason.

Licensed Engine Officers:

This form is to be completed by the Chief Engineer on all Licensed Engineering Officers, whenever an officer is detached for any reason.

Vessel:

SS El Morro

Date:

December 18, 2012

Name of Individual:

Jeremie Riehm

Rating:

3rd Mate

Reporting Period - From: November 20, 2012

To: December 18, 2012

Check a box for Each Question Excellent Very Good Good Fair Poor Not Observed/NA

Check a box for Each Question	Excellent	Very Good	Good	Fair	Poor	Not Observed/NA
Cooperation	\ \ \			-		
Leadership - Ability to work with crew		✓				
Attention to Assigned Duties		√ .				*
Willingness to Assume Responsibility		V			41 1	
Watchstanding Ability - At Sea		√	ole Fi	o which		and the state of t
Watchstanding Ability - In Port		~	ì			
Cargo Handling Ability (Deck Officer)		√ !	lev.sw	cd fiv.		
Mechanical Ability (Engineering Officer)						√
Knowledge of Ship's Equipment/Automaiton		√				
Knowledge of IAS Policy & Procedures		V				
Personal Conduct & Appearance	√					

("Good" is to be used to describe an individual who is capable of performing his/her assigned duties under normal and routine circumstances aboard this particular vessel.)

Remarks: 3/M Riehm takes great provide and professionalism in his conduct and duties onboard the SS El Morro

(If additional sp	pace is required, use reverse side.)
What positive qualities have you noted with his/her performance	?
In what areas does the supervisor feel that improvement can / sho 2nd Mate. He is ready and capable and desivering to be promoted	18
Have you discussed these areas with him/her?	X Yes No
If "No", specify reasons why no discussion has taken place.	
Do you recommend this individual for re-assignment to this vesse	1? X Yes No
If "No", please specify reason(s). (Attach any mid-term evaluation	ns or letters of warning that pertain to your answer).

Crewmember (PRINT / SIGN)

Reporting Officer (PRINT / SIGN)

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Master* (PRINT / SIGN)

(*Or person in charge of the vessel)

4. When completed, a copy is to be sent to TSI Attn: Personnel Dept.

NOTES:

			===			
Vessel: SS El Morro			I	Date:	August 7,	2012
Name of Individual: Jeremie Riehm	<u> </u>		R	ating:	3rd Mate	
Reporting Period - From: June 2	6, 2012	<u> </u>		To:	August 7,	2012
Check a box for Each Question	Excellent	Very Good	Good	Fair	Poor	Not Observed/NA
Cooperation	 		<u> </u>	<u> </u>	 	
Leadership - Ability to work with crew		~			1	
Attention to Assigned Duties		✓			 	<u> </u>
Willingness to Assume Responsibility		\				
Watchstanding Ability - At Sea						
Watchstanding Ability - In Port						
Cargo Handling Ability (Deck Officer)	 -					
Manhauta 1 At the CE 1 1 Occ >					1 3	1
Mechanical Ability (Engineering Officer)					 	
Knowledge of Ship's Equipment/Automaito	n	V				
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NOTES: 1. This document is intended for confidential office use only

3. The Crewmember is entitled to a copy of the completed & signed form.

2. Crewmember comments may be placed on the reverse of this page.

4. When completed, a copy is to be sent to IAS Attn: Personnel Dept.

Master* (PRINT SIGN)
(*Or person in charge of the vessel)

SHIP'S OFFICE	<u>K EVAI</u>	LUATION	PERI	CORIVIA	NCE REPO)KT
Licensed Deck Officers: This form is to be com whenever that individu			censed De	ck Officers,	the Radio Officer ((as applicable) and Steward
Licensed Engine Officers: This form is to be comreason.	pleted by the	Chief Engineer o	n all Licer	nsed Enginee	ring Officers, whe	never an officer is detached fi
Vessel: SS El Morro		<u> </u>		Date:	October 2	1, 2011
<u> </u>			D	ating:	3rd/Mate	-
Name of Individual: Jeremie Riehm			N.	aung.	JIU/Mate	
Reporting Period - From: September	er 16, 2	2011		To:	October 2	1, 2011
Check a box for Each Question	Excellent	Very Good	Good	Fair	Poor	Not Observed/NA
Cooperation		√		_		
Leadership - Ability to work with crew		V				
Attention to Assigned Duties		V		Calai	eceived:	
Willingness to Assume Responsibility		√				
Watchstanding Ability - At Sea		√		1051 175	Not the	
Watchstanding Ability - In Port		~				
Cargo Handling Ability (Deck Officer)		√				
Mechanical Ability (Engineering Officer)						✓
Knowledge of Ship's Equipment/Automaiton		√				
Knowledge of IAS Policy & Procedures		√				
Personal Conduct & Appearance		√				
Remarks:	(If additi	ional space is re	auired. u	se reverse s	ride.)	
What positive qualities have you noted with his/	•	-	•		• •	around this tour
What positive qualities have you noted with his/ As medical officer, he takes extra care when a co	ner perion rew memb	ers require me	dical att	ention from	m him	NOVCCI LIES LOUIT.
n what areas does the supervisor feel that improvith the quarterly inventories.	vement ca	n / should be	made?	As the m	edical officer,	extra care has to be take
Have you discussed these areas with him/her?			Yes		l No	
•		_	<u>.</u> 103	· _] 110	
f "No", specify reasons why no discussion has t	aken place	•				
What measures have you taken to help him/her i	mprove? _					
		10 5	7		7 No	
o you recommend this individual for re-assignt		_	Yes		No	
f "No", please specify reason(s). (Attach any m	id-term ev	aluations or le	tters of v	warning th	at pertain to yo	ur answer).
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	ie Richm/	<i>'</i>	Ē		Peter J. Villaca	
rting Officer (PRINT / SIGN) Cr	ewmember	(PRINT) SI	GN)		Maste (*Or perso	er* (PRINT / SIGN) on in charge of the vessel)

NOTES:

- 1. This document is intended for confidential office use only
- 3. The Crewmember is entitled to a copy of the completed & signed form.
- 2. Crewmember comments may be placed on the reverse of this page. 4. When completed, a copy is to be sent to IAS Attn: Personnel Dept.

Licensed Engine Officers: This form is to be completed by the Chief Engineer on all Licensed Engineering Officers, whenever an officer is detached for reason. Vessel: SS El Morro	Licensed Deck Officers: This form is to be com whenever that individu	pleted by the ual is detached	Master on all: Land for any reason.	icensed De	ck Officers,	the Radio Officer	(as applicable) and Steward
Vessel: SS El Morro Date: June 3, 2011			-	n all Licen	sed Enginee	ring Officers sub	onough an afficient day 1 - 1.6.
Name of Individual; Jeremie Riehm Reporting Period - From: April 29, 2011 To: June 3, 2011 Check a box for Each Question Leadership - Ability to work with crew Attention to Assigned Duties Willingness to Assume Responsibility Watchstanding Ability - In Port Cargo Handling Ability - In Port Cargo Handling Ability (Deck Officer) Mechanical Ability (Deck Officer) Knowledge of JShip's Equipment/Automation Knowledge of JShip's Equipment/Automation Knowledge of JShip's Equipment/Automation Knowledge of JAS Policy & Procedures Personal Conduct & Appearance (If additional space is required, use reverse side.) What positive qualities have you noted with his/her performance? In what areas does the supervisor feel that improvement can / should be made? 3/M Riehm needs to improve his attitude and soc kills when dealing with "ALL OTHER" crew members onboard. Iave you discussed these areas with him/her? Yes No "No", specify reasons why no discussion has taken place. What measures have you taken to help him/her improve? Yes No "No", please specify reason(s). (Attach any mid-term evaluations or letters of warning that pertain to your answer). expect 3/M Riehm to have a consistantly positive attituded "if" he returns to the ship.	reason,		Control Engineer (m an Licon		ing Officers, wh	enever an officer is detached to
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Torondo Dicharl	That measures have you taken to help him/her in o you recommend this individual for re-assignment. "No", please specify reason(s). (Attach any mi	nprove?nent to this d-term eva	vessel?	Yes ters of w	arning tha	No	
Taramia Bishur/	That measures have you taken to help him/her in o you recommend this individual for re-assignment. "No", please specify reason(s). (Attach any mi	nprove?nent to this d-term eva	vessel?	Yes ters of w	arning tha	No	
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Income Declarate Transfer Tran	/hat measures have you taken to help him/her in o you recommend this individual for re-assignment." No", please specify reason(s). (Attach any mi	nprove?nent to this d-term eva	vessel?	Yes ters of w	arning tha	No	

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Licensed Deck Officers: This form is to be con whenever that individ	hual is detache	d for any reason.	acensed De	CK Ufficers	, the Kadio Officer	(as applicable) and Steward
Licensed Engine Officers: This form is to be con reason.	npleted by the	Chief Engineer	on all Licen	sed Engine	ering Officers, who	enever an officer is detached
Vessel: S/S EL MORRO				ate:	28April20	11
Name of Individual: Jeremie H. Rie	hm		Ra	iting:	Third Mat	
Reporting Period - From: 25Mar203	11			To:	29Apr2011	
Check a box for Each Question	Excellent	Very Good	Good	Fair	Poor	Not Observed/N
Cooperation	✓					· · · · · · · · · · · · · · · · · · ·
Leadership - Ability to work with crew		✓		-		· · · · · · · · · · · · · · · · · · ·
Attention to Assigned Duties	✓				 	
Willingness to Assume Responsibility					 	
Watchstanding Ability - At Sea						
Watchstanding Ability - In Port		✓				
Cargo Handling Ability (Deck Officer)			√			
Mechanical Ability (Engineering Officer)						
Knowledge of Ship's Equipment/Automaiton		√				
Knowledge of IAS Policy & Procedures		√				
Personal Conduct & Appearance						
"Good" is to be used to describe an individual who is capable of					outine circumstances	aboard this particular vessel.
"Good" is to be used to describe an individual who is capable of temarks: Jeremie needs to upgrade his license to	o 2nd Mate (If addition	s/her assigned due . He is ready mal space is rec	to move	up.		aboard this particular vessel.)
"Good" is to be used to describe an individual who is capable of Remarks: Jeremie needs to upgrade his license to What positive qualities have you noted with his/legistration.	O 2nd Mate (If additional performance)	s/her assigned dut . He is ready mal space is rec	to move	up.		aboard this particular vessel.)
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("Good" is to be used to describe an individual who is capable of Remarks: Jeremie needs to upgrade his license to What positive qualities have you noted with his/In what areas does the supervisor feel that improved average of the supervisor feel	o 2nd Mate (If additional performance) (If additional perf	s/her assigned dut . He is ready mal space is rec	to move quired, use	up.	ide.)	aboard this particular vessel.)
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This form is to be completed by the Master on all: Licensed Deck Officers, the Radio Officer (as applicable) and Steward Licensed Deck Officers: whenever that individual is detached for any reason. Licensed Engine Officers: This form is to be completed by the Chief Engineer on all Licensed Engineering Officers, whenever an officer is detached for any Vessel: SS El Morro Date: March 9, 2012 Name of Individual: Jeremie Riehm Rating: 3rd Mate Reporting Period - From: February 3, 2012 To: March 9, 2012 Check a box for Each Question Excellent Very Good Good Fair Poor Not Observed/NA Cooperation Leadership - Ability to work with crew Attention to Assigned Duties Dale Received. Willingness to Assume Responsibility Watchstanding Ability - At Sea Watchstanding Ability - In Port **HOWEVER** Cargo Handling Ability (Deck Officer) Mechanical Ability (Engineering Officer) Knowledge of Ship's Equipment/Automaiton Knowledge of IAS Policy & Procedures **√** Personal Conduct & Appearance ("Good" is to be used to describe an individual who is capable of performing his/her assigned duties under normal and routine circumstances aboard this particular vessel.) Remarks: Mr, Riehm works well with all onboard. Always willing to help anyone. (If additional space is required, use reverse side.) What positive qualities have you noted with his/her performance? Mr. Riehm is attentive to his duties. Both Mr. Riehm attitude and job skills have improved greatly since when he first signed aboard the El Morro in June 2010. In what areas does the supervisor feel that improvement can / should be made? X Yes Have you discussed these areas with him/her? No If "No", specify reasons why no discussion has taken place. What measures have you taken to help him/her improve? Do you recommend this individual for re-assignment to this vessel? X Yes No If "No", please specify reason(s). (Attach any mid-term evaluations or letters of warning that pertain to your answer). Peter J. Villacampa leporting Officer (PRINT / SIGN) Master* (PRINT / SIGN)

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(*Or person in charge of the vessel)

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Vessel: S/S EL MORRO	-		ת	ate:	14Septembe	er2011
Name of Individual: Jeremie H. Rie				ating:	Third Mate	
· ·			140	ittiig.	THILIC MACK	
Reporting Period - From: 12Augus	t2011	=		To:	16Septemb	er
Check a box for Each Question	Excellent	Very Good	Good	Fair	Poor	Not Observed/NA
Cooperation	+	<u></u> -			1	
Leadership - Ability to work with crew		✓		Date	Received:	
Attention to Assigned Duties	✓			121		
Willingness to Assume Responsibility	~			Rev	ewed By:	
Watchstanding Ability - At Sea	√					
Watchstanding Ability - In Port		~				
Cargo Handling Ability (Deck Officer)		√				
Mechanical Ability (Engineering Officer)						✓
Knowledge of Ship's Equipment/Automaitor	1					
Knowledge of IAS Policy & Procedures Personal Conduct & Appearance		~				
emarks: Jeremie has done excellant/very good on						el. He's ready to upgrade
	(If additi	onal space is re				el. He's ready to upgrade
What positive qualities have you noted with his	(If addition	onal space is re	quired, us			el. He's ready to upgrade
What positive qualities have you noted with his	(If addition	onal space is re	quired, us			el. He's ready to upgrade
What positive qualities have you noted with his n what areas does the supervisor feel that impressive you discussed these areas with him/her?	(If additional (If ad	onal space is renance? n / should be r	quired, us		de.)	el. He's ready to upgrade
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Licensed Deck Officers: This form is to be con	mpleted by the	Master on all. T	icensed D	nk Office	the Dedi- OM	(as applicable) and Steward
whenever that individ	hial is detache	d for any reason.	icensed De	ck Officers,	the Radio Officer	(as applicable) and Steward
Licensed Engine Officers: This form is to be cor	npleted by the	Chief Engineer	on all Licer	nsed Engine	ering Officers, wh	enever an officer is detached for
reason.						
Vessel: SS El Morro		-	I	Date:	January 1	4. 2011
Name of Individual: Jeremie Riehm			R	ating:	3rd Mate	1011
	7 001					· · · · · · · · · · · · · · · · · · ·
Reporting Period - From: Decembe	r /, 201	.0		To:	January 1	14, 2011
Check a box for Each Question	Excellent	Very Good	Good	Fair	Poor	Not Observed/NA
Cooperation	 	-		 		
Leadership - Ability to work with crew		~				
Attention to Assigned Duties		√				
Willingness to Assume Responsibility			~			· · · · · · · · · · · · · · · · · · ·
Watchstanding Ability - At Sea		√				
Watchstanding Ability - In Port		✓				
Cargo Handling Ability (Deck Officer)		√				
Mechanical Ability (Engineering Officer)						
Knowledge of Ship's Equipment/Automaiton		√				
Knowledge of IAS Policy & Procedures			√			
Personal Conduct & Appearance		√				•
"Good" is to be used to describe an individual who is capable o						s aboard this particular vessel.)
Remarks: 3/M Riehm showed improvement in h	is attention (If addition	to his duties onal space is re	and his c	ooperatio e reverse s	n. ide.)	
Remarks: 3/M Riehm showed improvement in h What positive qualities have you noted with his/	is attention (If addition her perform	to his duties onal space is re nance? 3/M I	and his c	ooperatio e reverse s	n. ide.)	
What positive qualities have you noted with his/eck cadet, instructing/training him in the duites n what areas does the supervisor feel that impro	is attention (If addition ther perform of a 3rd M	to his duties onal space is renance? 3/M I ate.	and his c quired, us Riehm is	ooperatio e reverse s put in a lo	n. ide.) ot of time and e	
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l)	uar is detacht	zu for any reason.	•			(as applicable) and Steward
Licensed Engine Officers: This form is to be con reason.	pleted by the	Chief Engineer	on all Licen	ised Engined	ering Officers, who	enever an officer is detached
Vessel: S/S EL MORRO			г	Date:	04Decembe	r2010
Name of Individual: Jeremie H. Riel		_				
Name of findividual:			K	ating:	Third Mat	e
Reporting Period - From: 02Nov201	.0			To:	07Dec2010	
Check a box for Each Question	Excellent	Very Good	Good	Fair	Poor	Not Observed/NA
Cooperation	~				 	
Leadership - Ability to work with crew		√			<u> </u>	
Attention to Assigned Duties		─ ✓		130	ie Receiva	1: 10-17-10
Willingness to Assume Responsibility		√	```			
Watchstanding Ability - At Sea		✓		Re	viewed By	- A-
Watchstanding Ability - In Port			√			
Cargo Handling Ability (Deck Officer)			_ <			
Mechanical Ability (Engineering Officer)						
Knowledge of Ship's Equipment/Automaiton		✓				
			/			
Knowledge of IAS Policy & Procedures			✓			
Personal Conduct & Appearance "Good" is to be used to describe an individual who is capable of	performing h	is/her assigned dut	ies under no	ormal and rou	atine circumstances	aboard this particular vessel.)
Personal Conduct & Appearance "Good" is to be used to describe an individual who is capable of the capable of	doing ver (If addition	is/her assigned dut y well. It is ti onal space is rec	ies under no me for hi	im to upgr	ade his license	aboard this particular vessel.)
Personal Conduct & Appearance "Good" is to be used to describe an individual who is capable of temarks: As Third Mate on this vessel Jeremy is the positive qualities have you noted with his/h	doing ver (If additioner perform	is/her assigned dut y well. It is ti onal space is rec nance?	ies under no me for hi	im to upgr	ade his license	aboard this particular vessel.)
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Personal Conduct & Appearance "Good" is to be used to describe an individual who is capable of the amarks: As Third Mate on this vessel Jeremy is a What positive qualities have you noted with his/har what areas does the supervisor feel that improve lave you discussed these areas with him/her?	I doing ver (If additioner perform	is/her assigned dut y well. It is ti onal space is rec nance?	me for hiquired, use	im to upgr	ade his license	aboard this particular vessel.)
Personal Conduct & Appearance "Good" is to be used to describe an individual who is capable of Remarks: As Third Mate on this vessel Jeremy is What positive qualities have you noted with his/han what areas does the supervisor feel that improve lave you discussed these areas with him/her? If "No", specify reasons why no discussion has ta	I doing ver (If additioner perform vement can ken place.	is/her assigned dut y well. It is ti onal space is rec nance?	ies under no me for hi quired, use nade?	im to upgr	rade his license de.)	aboard this particular vessel.)
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	doing ver (If additional and performance) (If additional and p	is/her assigned dut y well. It is to onal space is rec nance? / should be m	ries under no me for hi quired, use nade? Yes	im to upgree reverse si	nade his license de.) No	

NOTES: 1. This document is intended for confidential office use only

- 3. The Crewmember is entitled to a copy of the completed & signed form.
- 2. Crewmember comments may be placed on the reverse of this page.
- 4. When completed, a copy is to be sent to IAS Attn: Personnel Dept.

	mpleted by the	e Master on all: I	icensed De		the Radio Officer	(as applicable) and Steward
1		-		sed Engine	ering Officers, wh	enever an officer is detached fo
Vessel: S/S EL MORRO						
<u></u>		 -		ate:	11Jul2010)
Name of Individual: Jeremy H. Rieh	m		Ra	ting:	Third Mat	:e
Reporting Period - From: 15Jun10		<u> </u>		To:	13Jun10	
Check a box for Each Question	Excellent	Very Good	Good	Fair	Poor	Not Observed/NA
Cooperation			- "			
Leadership - Ability to work with crew			✓			
Attention to Assigned Duties		V				1-11
Willingness to Assume Responsibility	<u> </u>			Date	Received	2340
Watchstanding Ability - At Sea	<u> </u>	_	✓		. 10	
Watchstanding Ability - In Port			✓	Rev	ewed By:	performance.
Cargo Handling Ability (Deck Officer)			✓			
Mechanical Ability (Engineering Officer)	<u> </u>					
Knowledge of Ship's Equipment/Automaiton			✓			
Knowledge of IAS Policy & Procedures			_ <			
Personal Conduct & Appearance		√				
emarks: This is Jeremy's 1st hitc	(If addition	e EL Morro	and t	chus fa	ar all is p	positive.
what areas does the supervisor feel that improvement	nt can / shou	ıld be made?				
Have you discussed these areas with him/her? "No", specify reasons why no discussion has taken p	olace.		 ,		Yes	No
hat measures have you taken to help him/her improv	e?					
In your opinion, is this individual physically fit to "No", please specify your impression as to limitation	perform the s.	duties of curre	nt position	?	Yes	No
In your opinion, is this individual physically fit to 'No", please specify your impression as to limitation	perform the	duties of higher	r positions	? 🔲	Yes [_] No
Do you recommend this individual for re-assignme No", please specify reason(s):	ent to this ve	ssel?	3	X	Yes [No O
Ле	remy Rie	ehm				
	Crewmem		IGN)	- <		
Acoporting Officer (Figure 7 Digits)	CYCMITICITY	UCI (FI)IGN)			RINT / SIGN) / charge of the wessel)

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 When completed, a copy is to be sent to IAS Attn: Personnel Dept.

Name of Individual: Jeremie Reporting Period - From:	Piehm			п	ate:	August 24	2010
	T/T CITIL				ting:		2010
Reporting Period - From: J				Ka	ang:	3rd Mate	
	uly 13,	2010			To:	August 24	1, 2010
Check a box for Each Question	on	Excellent	Very Good	Good	Fair	Poor	Not Observed/NA
Cooperation			-				
Leadership - Ability to work with c	rew			√		 	
Attention to Assigned Duties					√ F	ste Recen	901-
Willingness to Assume Responsibil	ity			~	V.	TALE TIECH	414/10
Watchstanding Ability - At Sea					√ F	eviewed E	·/·
Watchstanding Ability - In Port				V		10000	7 ·
Cargo Handling Ability (Deck Office				√	·		
Mechanical Ability (Engineering Of							
Knowledge of Ship's Equipment/Au				√			
Knowledge of IAS Policy & Procede Personal Conduct & Appearance	ures				√		
	with his/h		nal space is rec ance? 3/MR			•	ast week onboard.
hat positive qualities have you noted	**************************************						
what areas does the supervisor feel th		ement can	/ should be m	nade? <u>3</u>	/M Rieh	m has to put m	ore effort and attention i
what areas does the supervisor feel the 3/Mate responsibilities.	nat improve	ement can			/M Rieh		ore effort and attention i
what areas does the supervisor feel th	nat improve		/ should be m		/M Rieh	m has to put m	ore effort and attention i
what areas does the supervisor feel the 3/Mate responsibilities. ve you discussed these areas with him	nat improve n/her? ion has tak	cen place.			/M Rich		ore effort and attention i
what areas does the supervisor feel the 3/Mate responsibilities. ve you discussed these areas with him No", specify reasons why no discussed at measures have you taken to help he	nat improve n/her? ion has tak im/her imp	cen place.	×	Yes	/M Rich	No	ore effort and attention i
what areas does the supervisor feel the 3/Mate responsibilities. ve you discussed these areas with him No", specify reasons why no discuss:	nat improve n/her? ion has tak im/her imp	prove?	ressel?	Yes Yes		No No	
what areas does the supervisor feel the 3/Mate responsibilities. ve you discussed these areas with him No", specify reasons why no discussed at measures have you taken to help he you recommend this individual for re-	nat improve m/her? ion has tak im/her imp -assignmen	prove?nt to this v-term evalu	ressel?	Yes Yes Yes ers of war	rning tha	No No t pertain to you	ur answer).
what areas does the supervisor feel the 3/Mate responsibilities.	nat improve	ement can			/M Rieh	m has to put m	ore effort and atten

NOTES:

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whenever that individ	npleted by the ual is detache	Master on all; L d for any reason.	icensed De	ck Officers	, the Radio Offic	er (as applicable) and Steward
Licensed Engine Officers: This form is to be comreason.	pleted by the	Chief Engineer	on all Licen	sed Engine	ering Officers, w	henever an officer is detached i
Vessel: SS EL FARO			D	ate:	5/28/09	
Name of Individual: JEREMIE H. RIE	нм		Ra	ting:	3RD MATE	
Reporting Period - From: 4/30/09				To:	5/28/09	
Check a box for Each Question	Excellent	Very Good	Good	Fair	Poor	Not Observed/NA
Cooperation		✓				
Leadership - Ability to work with crew						✓
Attention to Assigned Duties		√				
Willingness to Assume Responsibility			✓			
Watchstanding Ability - At Sea		_				
Watchstanding Ability - In Port		√				
Cargo Handling Ability (Deck Officer)			√			
Mechanical Ability (Engineering Officer)						
Knowledge of Ship's Equipment/Automaiton	_		√			
Knowledge of IAS Policy & Procedures			V		-	
Amonioage of this i one, as i location	1		V 1			
Personal Conduct & Appearance			ties under no			es aboard this particular vessel.)
Personal Conduct & Appearance ood" is to be used to describe an individual who is capable of marks: THIS WAS 3RD MATE RIEHM at positive qualities have you noted with his/her pe	FIRST TI (If additionance?	is/her assigned dul	ties under no	SS EL	FARO	es aboard this particular vessel.)
Personal Conduct & Appearance ood" is to be used to describe an individual who is capable of marks: THIS WAS 3RD MATE RIEHM	FIRST TI (If addition or formance? EN NEEDE	is/her assigned du	ties under no	SS EL	FARO	es aboard this particular vessel.)
Personal Conduct & Appearance ood" is to be used to describe an individual who is capable of marks: THIS WAS 3RD MATE RIEHM at positive qualities have you noted with his/her pe OD SPIRIT AND READY TO HELP WHE what areas does the supervisor feel that improvement	FIRST TI (If addition erformance? EN NEEDE nt can / shou	is/her assigned du	ties under no	SS EL	FARO	es aboard this particular vessel.)
Personal Conduct & Appearance ood" is to be used to describe an individual who is capable of marks: THIS WAS 3RD MATE RIEHM at positive qualities have you noted with his/her pe OD SPIRIT AND READY TO HELP WHE what areas does the supervisor feel that improvement NE Have you discussed these areas with him/her?	FIRST TI (If addition rformance? EN NEEDE nt can / shou	is/her assigned du	ties under no	SS EL	FARO ide.)	
Personal Conduct & Appearance ood" is to be used to describe an individual who is capable of marks: THIS WAS 3RD MATE RIEHM at positive qualities have you noted with his/her pe OD SPIRIT AND READY TO HELP WHE what areas does the supervisor feel that improvement NE Have you discussed these areas with him/her? No", specify reasons why no discussion has taken p	FIRST TI (If addition of formance? EN NEEDE on the can / show the	is/her assigned du RIP ONBOA onal space is red ID	RD THE	SS EL	FARO ide.)	
Personal Conduct & Appearance ood" is to be used to describe an individual who is capable of marks: THIS WAS 3RD MATE RIEHM at positive qualities have you noted with his/her pe OD SPIRIT AND READY TO HELP WHE what areas does the supervisor feel that improvement NE Have you discussed these areas with him/her? No", specify reasons why no discussion has taken put measures have you taken to help him/her improvement In your opinion, is this individual physically fit to	(If addition of formance? EN NEEDE not can / should be considered. The perform the second of the considered of the cons	RIP ONBOAL onal space is rec id duties of curre	nt position	SS EL reverse s	FARO ide.) Yes	□ No
Personal Conduct & Appearance ood" is to be used to describe an individual who is capable of marks: THIS WAS 3RD MATE RIEHM at positive qualities have you noted with his/her pe OD SPIRIT AND READY TO HELP WHE what areas does the supervisor feel that improvement NE Have you discussed these areas with him/her? No", specify reasons why no discussion has taken p at measures have you taken to help him/her improv In your opinion, is this individual physically fit to No", please specify your impression as to limitation In your opinion, is this individual physically fit to	(If addition of the control of the c	RIP ONBOAL onal space is rec id duties of curre	nt position	SS EL reverse s	FARO ide.) Yes	□ No
Personal Conduct & Appearance ood" is to be used to describe an individual who is capable of marks: THIS WAS 3RD MATE RIEHM at positive qualities have you noted with his/her pe OD SPIRIT AND READY TO HELP WHE what areas does the supervisor feel that improvement NE Have you discussed these areas with him/her? No", specify reasons why no discussion has taken put measures have you taken to help him/her improve In your opinion, is this individual physically fit to No", please specify your impression as to limitation In your opinion, is this individual physically fit to lio", please specify your impression as to limitation Do you recommend this individual for re-assignment	(If addition of the control of the c	RIP ONBOAI onal space is recorded to the space	nt position	SS EL reverse s	FARO ide.) Yes Yes	NoNoNoNo

Date Received: 6/8/09____

m. a Dane

IAS-V-PER-003 Rev. 4/06

SHIP'S OFFICER EVALUATION	ON/PERFO	<u>RMA</u>	NCE RE	PORT	
Licensed Deck Officers: This form is to be completed by the M Steward whenever that individual is de This form is to be completed by the Chedetached for any reason.	ctached for any rea	ison.			
Liver for any reason.					
Vessel: SS Westward	Dat	e:	26 Octobe	r 2008	
Name of Individual: Jeremie Riehm	Rati		Third Mate		
Reporting Period - From: 15 August 2008	Te	_	26 Octobe		
a box for Each Question Excellen	t Very Good	Good	l Fair	Poor	Not Observed/NA
Cooperation	×		1 4 4	1 001	1401 OUSEIVEU/IVA
Leadership - Ability to work with crew	X		- - -	+	
Attention to Assigned Duties	X	 		-	· · · · · · · · · · · · · · · · · · ·
Willingness to Assume Responsibility	×	 		 	-
Watchstanding Ability - At Sea	X	†	 - -	 	-
Watchstanding Ability - In Port	×	 		 	
Cargo Handling Ability (Deck Officer)	×	 -		 	
Mechanical Ability (Engineering Officer)			-	 - -	×
Knowledge of Ship's Equipment / Automation	-	×			
Knowledge of IAS Policy & Procedures		×	- 	 	
Personal Conduct & Appearance		X	+	 	
Remarks: Tempo/demands of Westward Venture on the PG run is very did (If additional space What positive qualities have you noted with his/her performance? Values an integrity around the 'proper' completion of his responsibilities as	is required, use re s he understands the	verse si		s previous	long term assignment.
n what areas does the supervisor feel that improvement can / should be mad Gauge his job satisfaction to what he brings up to high standards versus feeling	le? taken advantage hv	the nero	antion that ha	. h.a d	
Have you discussed these areas with him/her?	anton asvanage by		Yes		No
f "No", specify reasons why no discussion has taken place.				_	
Attention to the number of hours worked weekly in contrast with the 12hr/d What measures have you taken to help him/her improve?					
Brought to his attention my appreciation and respect for the professionalism	experience he she	ows on s	ome tasks w	hile also d	iscussing the above.
In your opinion, is this individual physically fit to perform the duties of "No", please specify your impression as to limitations.	•		Yes	□ No	
Riehm occaisionally indulges in grumpiness that can play out as resistance to being In your opinion, is this individual physically fit to perform the duties of I	ng cirected to task.	He alon		what sort o	
"No", please specify your impression as to limitations. /ith reservation. Technically capable of stepping up to next job but underest	- •			_	
Do you recommend this individual for re-assignment to this vessel? "No", please specify reason(s):		X		☐ No	
arl Loftfield Jeremie Riehm	-	,	-7-	<u> </u>	
Reporting Officer (PRINT / SIGN) Crewmember (P	SIGN)		Master*	(PRINT	
OTES: 1. This document is intended for confidential office use only 3. The Crewmember is entitled to a copy of the completed & signed form	Crewmembe When compl	r comme	nts may be pla	ced on the r	everse of this page. tn: Personnel Dept.

IAS-V-PER-003 Rev. 4/06

Reviewed By:_

Date Received: 11-13-08

	Vessel: SS WESTWAR	D VENT	URE		ate:	9-01-08	
	Name of Individual: Jerem	ie Riehm		Rati		3/M	
	Reporting Period - From: 8-1	15-08			<u></u> Го:	9-01-08	
	必然 必必必a box for each question	Excellent	Very Good	Good	Fair	Poor	Not
	Cooperation			-			Observe
-	Leadership - Ability to work with crew		 		-	+	
Ī	Attention to Assigned Duties						
- [Willingness to Assume Responsibility		-			 -	ļ
- [Watchstanding Ability - At Sea		-	~		 	
	Watchstanding Ability - In Port		-	V		-	
	Cargo Handling Ability (Deck Officer)		_			 	
	Mechanical Ability (Engineering Officer)					 	
	Knowledge of Ship's Equipment / Automation			-			<u> </u>
	Knowledge of IUM Policy & Procedures		<u> </u>			<u> </u>	
\parallel	Personal Conduct & Appearance				-	 	ļ <u> </u>
L	("Good" is to be used to describe an individual who is capble of per						<u> </u>
W	marks I have only had two weeks to evaluate Mr. Riehm this report (If addition hat positive qualities have you noted with his / her performance)	nal space is re Mr.	i. His marks as equired, use rev Riehm will acc	good reflec erse side.) omplish tasl	t this short to	erm evaluation	on. t.
He In sho	I have only had two weeks to evaluate Mr. Riehm this report (If addition hat positive qualities have you noted with his / her performance; has a good disposition for wanting to do the job right the first time and what areas does the supervisor feel that improvement can / short reporting period. We have only had one cargo op and one day are you discussed these areas with him / her?	porting period nal space is re Mr. is thorough. uld be made t sea with any	d. His marks as equired, use revenue Riehm will accommod the control of the contr	good reflecterse side.) omplish tasles shown implot sure of N	t this short to as assigned a provement fro fr. Riehms	and do it right om last tour of weak areas do	on. t. nboard. ue to this
He In sho Ha If	I have only had two weeks to evaluate Mr. Riehm this report (If addition that positive qualities have you noted with his / her performance; has a good disposition for wanting to do the job right the first time and what areas does the supervisor feel that improvement can / should report the period. We have only had one cargo op and one day at we you discussed these areas with him / her? No", specify reasons why no discussion has taken place.	porting period nal space is re Mr. is thorough. uld be made t sea with any	d. His marks as equired, use reversely use reversely considered to the constant of the constan	good reflecterse side.) omplish tasles shown implot sure of N	t this short to as assigned a provement fro fr. Riehms	and do it right om last tour of weak areas do	on. t. nboard. ue to this
He In sho	I have only had two weeks to evaluate Mr. Riehm this report (If addition hat positive qualities have you noted with his / her performance; has a good disposition for wanting to do the job right the first time and what areas does the supervisor feel that improvement can / should report the performance of the position for wanting to do the job right the first time and what areas does the supervisor feel that improvement can / should report the performance of the perf	porting period nal space is re Mr. lis thorough. uld be made t sea with any At the time of	d. His marks as equired, use revenue Riehm will accommod the control of the contr	good reflecterse side.) omplish task as shown implied to sure of M YES s evaluation	t this short to	and do it rightom last tour of weak areas do NO my commen	t. nboard. ue to this
He In she Ha If 'due Wit ass:	I have only had two weeks to evaluate Mr. Riehm this report (If addition hat positive qualities have you noted with his / her performance; has a good disposition for wanting to do the job right the first time and what areas does the supervisor feel that improvement can / shourt reporting period. We have only had one cargo op and one day at we you discussed these areas with him / her? No", specify reasons why no discussion has taken place. to a short reporting period.	porting period nal space is repaired in the period of the	d. His marks as equired, use reversition will accommodate the second stated he has reasonable traffic. I traffic. I this signing this standing Orders	good reflecterse side.) omplish task as shown implied to sure of M YES s evaluation	t this short to	and do it rightom last tour of weak areas do NO my commen	t. nboard. ue to this
He In sho Ha If ' dud Wi assi In y	I have only had two weeks to evaluate Mr. Riehm this report (If addition hat positive qualities have you noted with his / her perfomance; has a good disposition for wanting to do the job right the first time and what areas does the supervisor feel that improvement can / shout reporting period. We have only had one cargo op and one day at we you discussed these areas with him / her? No", specify reasons why no discussion has taken place. to a short reporting period. at measures have you taken to help him / her improve? gned. our opinion, is this individual physically fit to perform the duties.	porting period nal space is re Mr. I is thorough. uld be made t sea with any At the time of Through my S ies of current	d. His marks as equired, use reversition will accomply the second of the	good reflecterse side.) omplish tash as shown implied sure of N YES s evaluation and genera	t this short to	and do it rightom last tour of weak areas do my comments on specific	nboard. ue to this
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IAS-V-PER-003 Rev. 4/06

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INTEROCEAN AMERICAN SHIPPING CORPORATION SHIP'S OFFICED EVALUATION / DED

IAS-V-PER-003 Rev. 5/05				TOP RE	OKI	
Licensed Deck Officers: This form is to be completed by the Ma whenever that individual is detached for	aster on all lice	nsed Deck Offi	cers, the R	adio Officer (as	applicable) a	and Steward
whenever that individual is detached for are to be made whenever the Master De			h Licensed	Deck Officers,	Radio Office	r and Steward
Licensed Engine Officers: This form is to be completed by the C for any reason. Reports on all license for any reason.	Chief Engineer ed engineering	on all licensed officers are to l	engineering be made wh	g officers whene tenever the Chie	ever an office of Engineer is	r is detached detached
Vessel: SS WESTWAI	RD VENT	URE		Date:	6 June 2	008
Name of Individual: Jerem	nie Riehm		J	Rating:	3M	
Reporting Period - From: 27 M	arch 2008			To:	6 June 20	008
ENERSE Sox for each question &	Excellent	Very Good	Good	Fair	Poor	Not
Cooperation		V		-		OBSCIVE
Leadership - Ability to work with crew			√			
Attention to Assigned Duties		V		 		
Willingness to Assume Responsibility		V				
Watchstanding Ability - At Sea		·		-		
Watchstanding Ability - In Port		V		- -		· ·
Cargo Handling Ability (Deck Officer)						
Mechanical Ability (Engineering Officer)				 		
Knowledge of Ship's Equipment / Automation	-			 - 		ļ
Knowledge of IUM Policy & Procedures			-	 	<u> </u>	
Personal Conduct & Appearance	- -			 		
("Good" is to be used to describe an individual who is capble of pe	erforming his /	her assigned du	•			
Remarks Highy experienced and well developed degree of pr	rofessional c	nmnetency	ander	normat and toni	ine circumsta	inces aboard)
(If addition	onal space is r	quired, use rev	erse side.)			
Vhat positive qualities have you noted with his / her perfo	mance? Que	stions system	s and trad	itions.		
					,	
n what areas does the supervisor feel that improvement ca	an / should b	e made? Mor	e underw	av time	C	
	/ DIIOUIQ E	- Milde. 11201	o andor w	ay thine.		
				<u>_</u>		
ave you discussed these areas with him / her?		\checkmark	YES		•	<u>.</u>
"No", specify reasons why no discussion has taken place.	·					Received
	-		-			ece.
						<u>Φ</u> §
hat measures have you taken to help him / her improve?	Discussion i	and when ap	propriate		. .	Date P
	_					ä č
you recommend this individual for re-assignment to this	vessel?	\checkmark	YES	☐ NO		
"No", especify reasons:						
10	F	1 1 De	Call.			
Repo Officer (PRINT/SIGN) Crewmer	nber (PRIN)	WF//	120			-

NOTES:

s document is intended for confidential office use only.

2. Crewmember comments may be placed on the reverse of this page.3. The Crewmember is entitled to a copy of the completed & signed form. 4. When completed, a copy is to be sent to IAS attn: Personnel Dept.

(*Or person in charge of the vessel)

SHIP'S OFFICER EVALUATION / PERFORMANCE REPORT This form is to be completed by the Master on all: Licensed Deck Officers, the Radio Officer (as applicable) and Licensed Deck Officers: Steward whenever that individual is detached for any reason. This form is to be completed by the Chief Engineer on all Licensed Engineering Officers, whenever an officer is Licensed Engine Officers: detached for any reason. SS Peteresburg Vessel: Date: 12/15/07 Name of Individual: Jeremie Riehm Rating: Third Mate Reporting Period - From: 9/24/07 To: 12/15/07 ✓ a box for Each Question Excellent Very Good Good Fair Poor Not Observed/NA Cooperation X Leadership - Ability to work with crew X Attention to Assigned Duties X Willingness to Assume Responsibility X Watchstanding Ability - At Sea X Watchstanding Ability - In Port X Cargo Handling Ability (Deck Officer) X Mechanical Ability (Engineering Officer) Knowledge of Ship's Equipment / Automation Knowledge of IAS Policy & Procedures X Personal Conduct & Appearance X

("Good" is to be used to describe an individual who is capable of performing his/her assigned duties under normal and routine circumstances aboard this particular vessel.)

Remarks:	
(If additional space is required, use What positive qualities have you noted with his/her performance? Jeremie has improved in all abilities in the short time I have sailed aboard the Petersburg.	reverse side.)
In what areas does the supervisor feel that improvement can / should be made? Consider upgrading his license.	
Have you discussed these areas with him/her? If "No", specify reasons why no discussion has taken place.	¥ Yes /-2-88 □ No
What measures have you taken to help him/her improve? Discussed lessons learned based on own past experiences.	
In your opinion, is this individual physically fit to perform the duties of current position? If "No", please specify your impression as to limitations.	Yes No
In your opinion, is this individual physically fit to perform the duties of higher positions? If "No", please specify your impression as to limitations. Limited by qualifications at this time. Can not presently sail in higher capacity.	Yes X No
Do you recommend this individual for re-assignment to this vessel? If "No", please specify reason(s):	Yes No
William Bartlett	
Reporting Officer (PRINT / SIGN) Crewmember (P	Master* (PRINT / SIGN) (*Or person in charge of the vessel)
NOTES: 1. This document is intended for confidential office use only 3. The Crewmember is entitled to a copy of the completed & signed form. 4. When completed & signed form.	ber comments may be placed on the reverse of this page. pleted, a copy is to be sent to IAS Attn: Personnel Dept.

Licensed Deck Officers: This form is to be completed by applicable) and Steward whenev Licensed Engine Officers: This form is to be completed by officer is detached for any reaso	er that indiv the Chief En	idual is detac	ned for any	reason.		,
Vessel: Co Deve	AND LINE		n.	ate: 5/2	10/0	,
		•			<u> </u>	
Name of Individual: ** TEHM,	<u> </u>		Rati		3/11	
Reporting Period - From: 4/3/07				Γο: <u> </u>	20/0	7
あるとととa box for each question	Excellent	Very Good	Good	Fair	Poor	Not Observe
Cooperation &						
Leadership - Ability to work with crew						-
Attention to Assigned Duties		/				
Willingness to Assume Responsibility		/			<u> </u>	
Watchstanding Ability - At Sea						
Watchstanding Ability - In Port						†
Cargo Handling Ability (Deck Officer)		-				~
Mechanical Ability (Engineering Officer)						
Knowledge of Ship's Equipment / Automation			-			
Knowledge of IUM Policy & Procedures						
Personal Conduct & Appearance						
("Good" is to be used to describe an individual who is capble of pe					<u> </u>	<u></u>
hat positive qualities have you noted with his / her perfomance with his / her performance with his / h	ould be made	0 5 4 774	STANCE IS PRE	(IE, A	ENG N	MATE
ave you discussed these areas with him / her?			YES		NO	
"No", specify reasons why no discussion has taken place.						
That measures have you taken to help him / her improve?					_	
your opinion, is this individual physically fit to perform the du	ties of curren	nt position?	YES		NO	
your opinion, is this individual physically fit to perform the du''No" Please specify your impression as to limitations.	ties of higher	positions?	YES		NO	
you recommend this individual for re-assignment to this vessel	1?		YES		NO	
'No", please specify reasons:						
Reporting Officer (PRINT/SIGN) C	er (PRINT/	SIGN)		Laster* (PL Or person in cha		

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Vessel: SS PETERS	BURG		D	ate:	4/2/07	
Name of Individual: Jen	remie Riehm		Rati		Third Mat	te
Reporting Period - From:	1/4/07			ль Го:	4/2/07	
あるとととa box for each question	Excellent	Very Good	Good	Fair	Poor	Not
Cooperation	€	V			1001	Observe
Leadership - Ability to work with crew		\ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \	,		 	-
Attention to Assigned Duties		\ \ \ \ \ \			 	
Willingness to Assume Responsibility		 	~		 	
Watchstanding Ability - At Sea		(WFR	¥		 	
Watchstanding Ability - In Port		00.00	<u> </u>			
Cargo Handling Ability (Deck Officer)						-/
Mechanical Ability (Engineering Officer)		-			 .	v
Knowledge of Ship's Equipment / Automation			-		 	
Knowledge of IUM Policy & Procedures				-	<u> </u>	
Personal Conduct & Appearance		V				
What positive qualities have you noted with his / her performated "CBRD Officer".	iditional space is r ance? Jere	equired, use rev mie has done a	erse side.) good job wi	th respect to	his assigned	duties as
Remarks (If ac What positive qualities have you noted with his / her performed designated "CBRD Officer". In what areas does the supervisor feel that improvement can s in port for extended periods of time and to use this time to con	iditional space is r Rnce? Jere / should be made	equired, use revenue has done a	erse side.) good job wi combat comp ny directive	th respect to	his assigned ated by a ves	d duties as
Remarks (If ac What positive qualities have you noted with his / her perform designated "CBRD Officer". In what areas does the supervisor feel that improvement can	iditional space is r Rnce? Jere / should be made	equired, use revenue has done a	erse side.) good job wi	th respect to	his assigned	d duties as
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INTEROCEAN UGLAND MANAGEMENT CORPORATION SHIP'S OFFICER EVALUATION/PERFORMANCE REPORT

whenever that individual is det to be made whenever the Master Licensed Engine Officers: This Form is to be co detached for any reas	ompleted by the		on all licensed ingineering offic	engineering of ers are to be	ficers wheneve	r an offic the Chief
SS / MV / TV SS PETER	SBURG		Date	no	loli	
Name of Individual	11		Rating	00)	78/06	
Reporting Period-From	3/0/		To:		2/m	 -
,	1			08/	13/06	
a box for each question	Excellent	Very Good	Good	Fair	Poor	N Obse
Cooperation			,			1
Leadership & Ability to work with crew						
Attention to Assigned Duties		-				
Willingness to Assume Responsibility						+
Watchstanding Ability - At Sea				 		
Watchstanding Ability - In Port						
Cargo Handling Ability (Deck Officer)						 -
Mechanical Ability (Engineering Officer)			-			1 -
Knowledge of Ship's Equipment/Automation						
Knowledge of IUM Policy & Procedures			 +			1
Personal Conduct & Appearance						
assigned duties under normal and	routine cir	O TO	MR. Riet COM	particular HY GEN SHAP	vessel.)	
EMERICA ON A WAR	space is re	O TO	Aboard this MR Ried ROCAL	particular HY GEN SHAP	vessel.)	
emarks As Between Reco	space is re	Commence?	aboard this	particular HY GEN SHAP	vessel.)	
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SHIP'S OFFICER	EVALUA	TION/P	ERFORM	ANCE R	EPORT	
IUM-V-PER-003 Rev. 1/00 Licensed Deck Officers: This form is to be completed by whenever that individual is de	the Master on	all licensed De	ck Officers, The	Radio Officer	(as applicable	And Charact
to be made whenever the Master	Detached for an	y reason.	on each picalist	Deck Officer,	, Radio Office:	r and Steward
Licensed Engine Officers: This Form is to be of detached for any ress Engineer is detached		Chief Engineer all licensed e	on all licensed engineering office	ngineering off rs are to be m	icers whenever	an officer is
ss / MV / TV SSPETER	REBURG		Date	12	15/05	
Name of Individual	4. S.		Rating	3	m	
Reporting Period-From 10/14/0	75-		To:		2/15/0	25
✓ a box for each question 🔾	Excellent	Very Good	Good	Fair	Poor	Not Observe
Cooperation						0228176
Leadership & Ability to work with crew						
Attention to Assigned Duties		•				1
Willingness to Assume Responsibility						
Watchstanding Ability - At Sea						
Watchstanding Ability - In Port						
Cargo Handling Ability (Deck Officer)						
Mechanical Ability (Engineering Officer)						
Knowledge of Ship's Equipment/Automation			/			 - ′ -
Knowledge of IUM Policy & Procedures						
Personal Conduct & Appearance						
Remarks		····				
(If additional	space is re	quired, use	reverse side	a.)		
hat positive qualities have you noted with	his/her pert	Ormance?				
	,					
			· — · _	_	<u> </u>	
n what areas does the supervisor feel that :	improvement	can/should	be made?			
we you discussed these areas with him/her?	Ci	rcla One→	·	YES	NO	
"No", specify reasons why no discussion ha	s taken nla	7 6				
	o canon prin					well)
			y : 4			
at measures have you taken to help him/her	improve?		<u> </u>			
	25					
	· ·)	
you recommend this individual for re-assignment	to this vess	mal? Circ	le One -	YES.	NO	
"No," please specify reasons:						
					41	

Reporting Off. (PRINT/SIGN)

Reporting Off. (PRINT/SIGN)

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Master* (PRINT/SIGN)

(* Or person in charge of the vessel)

INTEROCEAN UGLAND MANAGEMENT CORPORATION SHIP'S OFFICER EVALUATION/PERFORMANCE REPORT

	by the Master or letached for any or Detached for a	all licensed reason. Report my reason.	Deck Officers, The	Radio Officer ed Deck Officer	(as applicable , Radio Office	e) and Stew r and Stewa
Licensed Engine Officers: This form is to be detached for any re Engineer is detached						
SS / MV / TV SS PETE	RSBURG		Date			
Name of Individual KRCMI6 H.	RIGHM		Rating	_ 4/	26/2005	<u> </u>
Bana	1/04		To:	2/26	3/M	
				04/26	703	
a box for each question Cooperation	Excellent	Very Good	Good	Pair	Poor	Not
	 	1	2 .1			1
Leadership & Ability to work with crew	- 	V	 			
Attention to Assigned Duties	 					
Willingness to Assume Responsibility	<u> </u>		V			
Watchstanding Ability - At Sea		V				
Watchstanding Ability - In Port	·	V		4"		
Cargo Handling Ability (Deck Officer)			V			
Mechanical Ability (Engineering Officer)	.N/A					
Knowledge of Ship's Equipment/Automation		/				
Knowledge of IUM Policy & Procedures			V			
Personal Conduct & Appearance		V				
(If additional						
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INTEROCEAN UGLAND MANAGEMENT CORPORATION SHIP'S OFFICER EVALUATION/PERFORMANCE REPORT

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Licensed Deck Officers: This form is to be completed whenever that individual is to be made whenever the Maste Licensed Engine Officers: This Form is to be	by the Master of detached for any	n all licensed [reason. Report	eck Officers, 7	he Radio Offic	er (as applicab	lel and Season
Licensed Engine Officers: This Form is to be detached for any re Engineer is detache	completed by the	any reason. Thief Engineer on all licensed	on all license engineering off:	d engineering	er, Radio Offic	er and Steward ;
\ w. \ IA GOLETE	RSBURG	-	-		e made whenever	the Chief
Name of Individual JEEGALF			- Date		130/04	
Reporting Period-From 2/29/6	137		Rating To:		(0) (· · · ·	3 COMMITE
a box for each question	Excellent			6	130/04	
Cooperation	PACELIER	Very Good	Good	Fair	Poor	Not
Leadership & Ability to work with crew		 	V		 	Observed
Attention to Assigned Duties	 	<u> </u>	V		 	
Willingness to Assume Responsibility	 	ļ	V		 	
Watchstanding Ability - At Sea	 	ļ- <u>-</u>	V			 -
Watchstanding Ability - In Port	 			·		
Cargo Handling Ability (Deck Officer)	 		/			
Mechanical Ability (Engineering Officer)	1/4					
Knowledge of Ship's Equipment/Automation	NA					
Knowledge of IUM Policy & Procedures		V			··	
Personal Conduct & Appearance		V				
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you recommend this individual for re-assignment (to this vesse	l? Circle				
"No," please specify reasons:	1	li .		YES	NO	
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		Review	red By:			

This form is to be completed by the Master on all licensed Deck Officers, The Radio Officer (as applicable) and Steward whenever that individual is detached for any reason. Reports on each Licensed Deck Officer, Radio Officer and Steward are to be made whenever the Master Detached for any reason.

This Form is to be completed by the Chief Engineer on all licensed engineering officers whenever an officer is detached for any reason. Reports on all licensed engineering officers are to be made whenever the Chief Engineer

Date

Į		SHIP'S	OFFICER	EVALUATION/PERFORMANCE	REPORT
-	UM-V-PER-003				

Licensed Deck Officers:

Licensed Engine Officers:

SS / MV / TV

Name of Individual

Reporting Period-From	Jeremi	<u>~</u>	Rating	3	1m	
			To:			
a box for each question	Excellent	Very Good	Good	Fair	Poor	Not Observed
Cooperation						Observed
Leadership & Ability to work with crew						
Attention to Assigned Duties						
Willingness to Assume Responsibility						
Watchstanding Ability - At Sea						
Watchstanding Ability - In Port						
Cargo Handling Ability (Deck Officer)						
Mechanical Ability (Engineering Officer)						
Knowledge of Ship's Equipment/Automation						
Knowledge of IUM Policy & Procedures						
Personal Conduct & Appearance						
Remarks						
(If additional	space is re	quired, use	reverse sid	ie.)		
What positive qualities have you noted with				-0,,		
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In what areas does the supervisor feel that	1					
	rmbro.emellc	can/anould i	e made?			
Have you discussed these areas with him/her?	Ci	rcle One-		YES	NO	
If "No", specify reasons why no discussion he	as taken nle	Co.			110	
	/	_	<u>.</u>			
That measures have you taken to help him/her	improve?					
Do you recommend this individual for re-assignment	t to this ves	sel? Circ'	le One -	YES	NO	
If "No," please specify reasons:	1				/ IAO	
						
		- \	130			
				11/1/		
Reporting Off. (print/sign) Cre	wmember (PRINT/SIGN)		Maste	r* (PRINT/S	IGN)
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2. Crewmember comments may be placed o	wential offi n the rever:	ice use only. se of this o	age.		person in chathe the vessel)	arge
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SHIP'S	OFFICER	FUNITARION /	0101.
		EVALUATION/PERFORMANCE	REPORT

IUM-V-PER-003 Rev. 4/99						
Licensed Deck Officers: This form is to be completed by whenever that individual is de to be made whenever the Master	y the Master on	all licensed De	ck Officers The	Badia agri		
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- LETERS	BURG		Date		1010	
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Reporting Period-From 8/30/02	2		To:		InsTe	<u>- </u>
a box for each question >				12	125/02	,
Cooperation	Excellent	Very Good	Good	Fair	Poor	Not
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Leadership & Ability to work with crew Attention to Assigned Duties	 -					
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Willingness to Assume Responsibility		V				<u> </u>
Watchstanding Ability - At Sea						
Watchstanding Ability - In Port						
Cargo Handling Ability (Deck Officer)						
Mechanical Ability (Engineering Officer)						
Knowledge of Ship's Equipment/Automation						
Knowledge of IUM Policy & Procedures Personal Conduct & Appearance	$\overline{}$					
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\	11	•	/	Master*	(PRINT/SIG	in)
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		Raviewe	d Sy:	1. 1		

SHIP'S OFFICER EVALUATION/PERFORMANCE REPORT IUM-V-PER-003 Rev. 4/99 Licensed Deck Officers: This form is to be completed by the Master on all licensed Deck Officers, The Radio Officer (as applicable) and Steward whenever that individual is detached for any reason. Reports on each Licensed Deck Officer, Radio Officer and Steward are to be made whenever the Master Detached for any reason. Licensed Engine Officers: This Form is to be completed by the Chief Engineer on all licensed engineering officers whenever an officer is detached for any reason. Reports on all licensed engineering officers are to be made whenever the Chief Engineer is detached for any reason. ed length started SS / MV / TV Date 02 Name of Individual JERCMIE Rating Reporting Period-From To: a box for each question Excellent Not Very Good Good Pair Observed Cooperation Leadership & Ability to work with crew Attention to Assigned Duties Willingness to Assume Responsibility Watchstanding Ability - At Sea Watchstanding Ability - In Port Cargo Handling Ability (Deck Officer) Mechanical Ability (Engineering Officer) Knowledge of Ship's Equipment/Automation Knowledge of IUM Policy & Procedures Personal Conduct & Appearance ("Good" is to be used to describe an individual who is capable of performing his/her assigned duties under normal and routine circumstances aboard this particular RIEHM HAS PORFORMED ALL ASSIGNAD Remarks COMMENDABLE ENSHION. (If additional space is required, use reverse side.) What positive qualities have you noted with his/her performance? PERFORMS ASSIGNOD TASKS WILLINGLY 8 THROUGH In what areas does the supervisor feel that improvement can/should be made? DEFINITELY NOT HIS FAULT BUT I EXPECT THIS OFFICER WOULD GREATLY BENEFIT FROM MORE UNDERWAY, Have you discussed these areas with him/her? Circle One-NO If "No", specify reasons why no discussion has taken place. What measures have you taken to help him/her improve? Do you recommend this individual for re-assignment to this vessel? YES NO Circle One -If "No," please specify reasons:

NOTES: 1. This document is intended for confidential office use only.

Reporting Off. (PRINT/SIGN)

2. Crewmember comments may be placed on the reverse of this page.

Crewmember

Master* (PRINT/SIGN)
(* Or person in charge

of the vessel)

INTEROCEAN UGLAND MANAGEMENT CORPORATION SHIP'S OFFICER EVALUATION/PERFORMANCE REPORT

IUM-V-PER-003 Rev. 4/99						
Licensed Deck Officers: This form is to be completed by whenever that individual is det to be made whenever the Master			k Officers, The D	Radio Officer Deck Officer	(as applicable	and Steward
	personed for an	y reason.				
Licensed Engine Officers: This Form is to be condetached for any reasons detached for any re-	om. vehotra ou	Chief Engineer or all licensed eng	n all licensed en gineering officen	ngineering off rs are to be m	icers whenever ade whenever t	an officer i the Chief Engi
(SS) / MV / TV FETEOS	BUR. G		Date	8	-15-01	<i>;</i>
Name of Individual TEREMI	E RIE	400	Rating	~~~	1000	<u> </u>
Reporting Period-From 4-1	6-01	·	To:		-15-0	27
✓ a box for each question >	Excellent	Very Good	Good	Fair	Poor	Not Observe
Cooperation						ODBALVI
Leadership & Ability to work with crew						+
Attention to Assigned Duties					· · · · · · · · · · · · · · · · · · ·	
Willingness to Assume Responsibility						
Watchstanding Ability - At Sea		_				
Watchstanding Ability - In Port						
Cargo Handling Ability (Deck Officer)			-			
Mechanical Ability (Engineering Officer)						
Knowledge of Ship's Equipment/Automation						
Knowledge of IUM Policy & Procedures					<u> </u>	
Personal Conduct & Appearance						
(If additional	. space is r	equired, use	reverse side	e.)		
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1. This document is intended for confidential office use only.

2. Crewmember comments may be placed on the reverse of this page to 10 -0 - Qf the vessel)

INTEROCEAN UGLAND MANAGEMENT CORPORATION SHIP'S OFFICER EVALUATION/PERFORMANCE REPORT

Licensed Engine Officers: This Form is to be con- detached for any reas: Engineer is detached i		all licensed en	n all licensed a gineering office	rs are to be m	ade whenever t	an officer he Chief
ss / MV / TV "SSPETER	SHURG		Date	12/	08/00	
Name of Individual JEREMIE H.	RIEHM		Rating	3/64	,	 -
Reporting Period-From			To:			
√ a box for each question ≥	Excellent	Very Good	Good	Fair	Poor	Not
Cooperation	V		,			
Leadership & Ability to work with crew	· ·			,		
Attention to Assigned Duties		V				
Willingness to Assume Responsibility		/				
Watchstanding Ability - At Sea	-		V			
Watchstanding Ability - In Port		V				1
Cargo Handling Ability (Deck Officer)			/			
Mechanical Ability (Engineering Officer)						1/
Knowledge of Ship's Equipment/Automation		V				e
Knowledge of IUM Policy & Procedures		V				
Personal Conduct & Appearance						
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SHIP'S OFFICER EVALUATION/PERFORMANCE REPORT

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Licensed Deck Officers: This form is to be completed by whenever that individual is det	SCHOOL LOT STILL L	eaxon. Keborta	ck Officers, The on each Licensed	Radio Officer Deck Officer	(as applicable	and Steward
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Licensed Engine Officers: This Form is to be co detached for any reas is detached for any r	our vehores on	all licensed a	on all licensed e ngineering office	ngineering of rs are to be	ficers whenever a made whenever a	an officer the Chief Eng
(SS) MV / TV PETERSBUR	રહ		Date	12/	15/99	
Name of Individual JERON E H	RIEHM		Rating		in	
Reporting Period-From			To:		7"	
✓ a box for each question \	Excellent	Very Good	Good	Fair	Poor	Not Observ
Cooperation						
Leadership & Ability to work with crew		V /				
Attention to Assigned Duties		<u> </u>				
Willingness to Assume Responsibility						
Watchstanding Ability - At Sea			<u> </u>			
Watchstanding Ability - In Port						<u> </u>
Cargo Handling Ability (Deck Officer)						
Mechanical Ability (Engineering Officer)	· ·					<u> </u>
Knowledge of Ship's Equipment/Automation			<u> </u>			<u> </u>
Knowledge of IUM Policy & Procedures Personal Conduct & Appearance		14/				↓
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you recommend this individual for re-assignment	_		rcle One -	YES	NO	
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Deviewed Dr.